

Costa Mesa Fire Management Association (CMFMA)
City Counter Proposal – 6/10/20

1. City is requesting all Employees for a 10% Concession
 - a. 10% Equal 208 hours of Furloughs.
 - b. Furloughs are not applicable to Fire Schedule
 - c. Numbers based on the CMFMA published 2020/2021 Salary Resolution base pay as the functional methodology.
2. Agreement is done via Side letter with a defined “Start and Stop” to concession. Employee Concessions good for 26 consecutive pay periods.
3. 7.5% base salary equivalency give back via the Medical Bucket, based of 2020/2021 Salary Resolution
 - a. DC – 7.5% base salary equivalency give back \$13,998.00
 - i. Medical bucket minus \$538.00 per pay period (26 pay periods)
 - b. BC – 7.5% base salary equivalency give back per person \$12,172.00
 - i. Medical bucket minus \$468.00 per pay period (26 pay periods)
 - ii. All BC value - \$36,516.00
4. CMFMA Concession Package Total - **\$50,514.00** (*Value with continued payment to PERS is \$59,626.00*)
5. Continued CMFMA PERS pickup – No Furlough
 - a. CMFMA Members Pay 17% of PERS per pay period
 - b. CMFMA group Per Pay Period – \$4,556.00, Annually \$119,000.00
6. Contract Extension of Two Years, 2022-2023 and 2023-2024
 - i. City extends the CMFMA Contract for Two (2) additional years.
 - ii. Should any other Bargaining Group receive a COLA / wage adjustment, during the 2022/2023 or 2023/2024 fiscal year, then CMFMA will receive the same corresponding increase as well. “Me Too, Clause” – (*City CM to help craft the language*)
7. Sick leave accruals and bank usage language changed to be parity with the current CMFA contract language – ***Amend current CMFMA language to be the same as Article 20 of the CMFA MOU.***